



INDIANA
WORKFORCE
DEVELOPMENT

OCCUPATIONS & STARTING WAGES REPORT

INDIANA ECONOMIC GROWTH REGION 3

(Adams, Allen, Dekalb, Grant, Huntington, LaGrange, Noble, Steuben, Wabash, Wells, and Whitley Counties)

October 2005 through September 2006

INDIANA DEPARTMENT OF WORKFORCE DEVELOPMENT

Released October 2006

OCCUPATIONS & STARTING WAGES REPORT

This publication includes information about the types of job openings received and the starting wages listed with offices of the Indiana Department of Workforce Development (DWD). The report that follows summarizes the permanent full-time listings received from employers for the twelve-month period and the geographic area specified on the front of this publication.

The description lists occupational titles according to the Occupational Employment Statistics classification system. Job listings may be assigned more than one occupational description. The number column, therefore, reports the number of times the occupational description was considered appropriate for the jobs' listed rather than the actual number of job openings. These listings should be interpreted as having been available sometime during this period and not necessarily as currently available.

The starting wages listed do not reflect "prevailing wage rates". The wages are based on the minimum wage that employers stated they would pay to workers who fulfill their job requirements for education and/or experience. The wages presented identify the minimum wage offered by any employer, the maximum wage offered by any employer, and the average of all wages offered by all employers for the listed occupational grouping. Job orders for which no specific wage was mentioned are not included. Compensation for some jobs may include tips and/or commissions, and benefits not accounted for in the wage listing.

Job seekers and those who assist them with their job search will find this report to be a useful tool in identifying the frequency of job openings and the starting wages typically offered. The information presented may be useful to those who are choosing or changing careers, given that potential wages are a critical factor in making career choices. Other career choice factors in addition to wages may include aptitudes, interests, abilities, length of training, the job outlook, working conditions, and so forth.

While Job Service Openings and Starting Wages can be a very useful tool, the report contains information for only those openings listed with DWD. Other sources of information should be consulted regarding the availability of jobs, qualifications, and wages. These may include:

- personal contacts
- counselors
- want ads
- libraries
- the Occupational Outlook Handbook
- professional associations
- Information Resource Areas of Indiana Workforce Development Centers

A free computerized job matching service is available through DWD's Customer Self Service System (CS3), at no cost to job seekers or employers. Job seekers registering for work specify their qualifications, desires, and wage requests. An employer may call one of DWD's local offices with an opening, describing the position requirements, hours of work, and other conditions of employment, in addition to the starting wage to be offered. The information from both parties is entered into CS3, and then used to locate suitable candidates for the job opening. Employers may also post job openings, search for potential employees, and go through an initial screening process via the Internet. In order to access the CS3 system through the Internet, employers will need Access Indiana. This program costs \$50 per year. For more details on CS3, check our web site:
<http://www.state.in.us/dwd>

Indiana WorkOne Centers located in Indiana Economic Growth Region 3:

936 West 15th Street	Auburn, Indiana 46706	(260)925-0124
201 East Rudisill Blvd	Fort Wayne, Indiana 46806	(260)745-3555
850 North Miller Ave	Marion, Indiana 46952	(765)668-8911

OCCUPATION LISTINGS & STARTING WAGES REPORT

ECONOMIC GROWTH REGION 3

Adams, Allen, DeKalb, Grant, Huntington, LaGrange, Noble, Steuben,
Wabash, Wells, and Whitley Counties

October 2005 through September 2006



<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
Administrators					
	Property Officers And Contract Administrators	1	\$21.63	\$21.63	\$21.63
	College And University Administrators	1	\$10.82	\$10.82	\$10.82
	All Other Managers And Administrators	50	\$9.50	\$43.27	\$13.51
Artists and Designers					
	Sketch Artists	3	\$7.50	\$15.00	\$11.25
	Graphic Designers	16	\$7.50	\$21.63	\$14.43
	Commercial And Industrial Designers	2	\$12.02	\$12.02	\$12.02
	Merchandise Displayers	2	\$12.45	\$13.00	\$12.73
Assemblers					
	Machine Builders & Other Precision Assemblers	2	\$10.00	\$10.00	\$10.00
	Electromechanical Equipment Assemblers	1	\$8.30	\$8.30	\$8.30
	Electromechanical Technicians	11	\$10.00	\$21.25	\$16.20
	Electrical & Electronic Equipment Assembly	6	\$8.30	\$16.00	\$11.46
	All Other Precision Assemblers	9	\$8.80	\$16.00	\$11.08
	Machine Assemblers	3	\$10.00	\$16.00	\$12.00
	Electronic Components Assemblers	24	\$7.20	\$16.00	\$13.26
	Electric Motor Assemblers	31	\$10.26	\$14.00	\$11.07
	Electrical Components Assemblers	2	\$14.00	\$16.00	\$15.00
	Assemblers (Factory Work)	1346	\$5.75	\$15.00	\$10.21
	All Other Hand Workers	254	\$7.50	\$13.77	\$9.82
Clerical					
	Cashiers, General	369	\$5.15	\$10.82	\$7.36
	Cash Accounting Clerks	5	\$9.00	\$10.38	\$9.50
	Tellers	19	\$8.00	\$16.25	\$10.31
	New Accounts Clerks	5	\$9.00	\$16.83	\$10.79
	Transit Clerks	15	\$12.02	\$12.50	\$12.26
	Loan & Credit Clerks	4	\$8.50	\$36.06	\$15.80
	Insurance Claims Clerks	4	\$10.00	\$12.00	\$10.50
	Insurance Policy Process Clerks	4	\$10.00	\$14.42	\$11.61
	Investigators : Clerical	1	\$11.54	\$11.54	\$11.54
	Bill & Account Collectors	24	\$7.00	\$14.42	\$9.41
	Court Clerks	1	\$13.00	\$13.00	\$13.00
	Municipal Clerks	2	\$12.00	\$12.00	\$12.00
	Reservation & Transport Ticket Agents	1	\$9.04	\$9.04	\$9.04
	Hotel Desk Clerks	6	\$5.50	\$11.78	\$7.38
	Real Estate Clerks	3	\$6.00	\$16.83	\$10.28
	Executive Secretaries	3	\$10.00	\$11.00	\$10.33
	Legal Secretaries	6	\$8.50	\$15.00	\$12.42
	Administrative Assistants	92	\$5.15	\$19.26	\$11.71
	Medical Secretaries	15	\$8.00	\$19.26	\$11.19
	Secretaries - Other	50	\$5.50	\$19.26	\$10.67
	Receptionists/Information Clerks	51	\$6.00	\$20.00	\$9.09
	Typists, Incl. Word Processors	19	\$8.00	\$19.26	\$11.51
	Personnel Clerks	8	\$10.00	\$21.63	\$13.47
	Correspondence Clerks	2	\$12.00	\$12.00	\$12.00

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	File Clerks	23	\$7.50	\$14.00	\$10.11
	Order Clerks	11	\$8.00	\$14.00	\$11.55
	Procurement Clerks	5	\$11.50	\$14.42	\$12.73
	Statistical Data Clerks	3	\$11.00	\$12.00	\$11.67
	Medical Record Clerks	6	\$8.00	\$10.00	\$9.00
	Interviewing Clerks, Except Personnel	10	\$9.00	\$15.11	\$12.57
	Customer Service Reps -Utilities	99	\$6.00	\$20.00	\$10.53
	Bookkeepers	17	\$8.00	\$16.83	\$11.59
	Accounting Clerks	47	\$7.00	\$16.83	\$10.94
	Payroll & Timekeeping Clerks	13	\$9.00	\$12.75	\$10.85
	Billing, Cost, & Rate Clerks	7	\$9.00	\$13.00	\$11.43
	General Office Clerks	172	\$5.15	\$20.00	\$9.98
	Mail Machine Operators	1	\$8.00	\$8.00	\$8.00
	Computer Operators, Except Peripheral	8	\$8.00	\$11.54	\$9.91
	Data Entry Keyers, Except Composing	55	\$6.00	\$14.00	\$9.53
	Data Keyers : Composing Machine	2	\$12.00	\$12.00	\$12.00
	Switchboard Operators	2	\$6.00	\$10.00	\$8.00
	Mail Clerks, Except Mail Machine Operators	2	\$8.00	\$11.00	\$9.50
	Dispatchers : Police	1	\$14.04	\$14.04	\$14.04
	Dispatchers : Fire	1	\$14.04	\$14.04	\$14.04
	Dispatchers : Ambulance	1	\$14.04	\$14.04	\$14.04
	Dispatchers:Service & Delivery	16	\$7.00	\$16.83	\$12.10
	Production Plan/Expediting Clerks	9	\$9.00	\$19.23	\$13.07
	Transportation Agents	18	\$8.00	\$24.04	\$14.68
	Meter Readers - Utilities	7	\$9.00	\$10.50	\$10.14
	Stock Clerks : Stockroom/Warehouse	1308	\$6.70	\$15.00	\$10.22
	Order Fillers - Wholesale/Retail Sales	7	\$9.00	\$14.00	\$11.52
	Shipping & Receiving Clerks	1280	\$7.25	\$17.00	\$11.19
	Engineering Clerks	3	\$12.00	\$14.42	\$12.81
	Transportation Maintenance Clerks	17	\$9.00	\$12.00	\$10.20
	Other Material Recording,Scheduling,Distribute Workers	93	\$9.00	\$21.00	\$13.16
Computer Science Work					
	Computer And Information Systems Managers	18	\$12.02	\$43.27	\$24.68
	Computer Security Specialists	3	\$19.67	\$21.00	\$20.11
	Computer Engineers	9	\$19.67	\$43.27	\$28.54
	Computer Systems Analysts	11	\$19.23	\$43.27	\$27.77
	Database Administrators	4	\$24.04	\$28.85	\$27.64
	Geographic Information System Specialist	2	\$26.25	\$26.25	\$26.25
	Network Administrators	3	\$12.02	\$36.06	\$22.69
	Computer Support Specialists	14	\$9.00	\$26.25	\$18.40
	Computer Programmers	19	\$12.00	\$33.65	\$24.57
	Computer Programmer Aides	1	\$19.23	\$19.23	\$19.23
	Programmers : Numerical Tool & Process	23	\$10.00	\$20.71	\$15.27
	Operations Systems Researchers And Analysts	2	\$19.23	\$19.23	\$19.23
	Computer Operators, Except Peripheral	8	\$8.00	\$11.54	\$9.91
Construction Work					
	Cost Estimators	4	\$13.91	\$38.46	\$26.46
	Laborers, Landscaping & Groundskeeping	1176	\$5.50	\$14.00	\$8.98
	Construction Carpenters	47	\$7.00	\$19.23	\$12.10
	Rough Carpenters	4	\$12.00	\$12.00	\$12.00
	Carpenter Assemblers And Repairers	12	\$10.00	\$15.00	\$12.00
	Drywall Installers	6	\$8.00	\$35.00	\$17.00
	Electricians	152	\$9.00	\$35.00	\$17.77
	Electrical Utility Troubleshooters	12	\$10.50	\$26.68	\$18.82
	Brick Masons	1	\$18.00	\$18.00	\$18.00
	Hard Tile Setters	3	\$9.00	\$9.00	\$9.00

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Concrete & Terrazzo Finishers	19	\$10.00	\$12.00	\$10.89
	Painters, Construction And Maintenance	93	\$7.00	\$35.00	\$13.69
	Wallpaperers	1	\$35.00	\$35.00	\$35.00
	Pipe Fitters	41	\$10.00	\$21.00	\$16.23
	Plumbers	75	\$7.00	\$23.00	\$15.12
	Pipelayers	2	\$10.00	\$12.50	\$11.25
	Septic Tank Servicers & Cleaners	2	\$14.00	\$14.00	\$14.00
	Carpet Installers	3	\$9.00	\$9.00	\$9.00
	Floor Layers	2	\$9.00	\$15.00	\$12.00
	Paving/Surfacing Equip Operators	1	\$22.00	\$22.00	\$22.00
	Highway Maintenance Workers	10	\$9.89	\$20.34	\$13.09
	Rail-Track Maintenance Workers	1	\$12.00	\$12.00	\$12.00
	Roofers	12	\$9.00	\$19.23	\$11.02
	Structural Metal Workers	20	\$11.00	\$11.00	\$11.00
	Fence Erectors	1	\$14.00	\$14.00	\$14.00
	Construction Installation Workers	41	\$7.00	\$15.00	\$11.28
	Construction Workers Except Trade	41	\$7.00	\$19.23	\$11.39
	Concrete And Utility Cutters And Drillers	2	\$24.00	\$24.00	\$24.00
	Hydraulic Jack Setters And Operators	27	\$16.00	\$22.12	\$18.71
	Pipeline Maintenance Workers	4	\$10.00	\$15.98	\$13.49
	Sign Erectors	2	\$11.00	\$12.00	\$11.50
	Ornamental Iron Workers	6	\$12.00	\$17.00	\$15.33
	All Other Construction Trades Workers	85	\$8.00	\$19.23	\$11.54
	Construction Drillers	2	\$13.00	\$14.00	\$13.50
	Welders And Cutters	235	\$8.00	\$25.00	\$12.55
	Welder-Fitters	209	\$8.00	\$22.00	\$12.45
	Solderers	42	\$8.50	\$14.22	\$11.05
	Helpers : Brick & Stone Masons	15	\$12.50	\$20.00	\$16.25
	Helpers : Carpenters	20	\$7.00	\$20.00	\$11.00
	Helpers : Electricians	52	\$7.00	\$20.00	\$11.67
	Helpers : Painters & Plasterers	59	\$8.00	\$35.00	\$12.42
	Helpers : Plumbers & Related Workers	82	\$7.00	\$20.00	\$10.69
	Helpers : Roofers	18	\$9.00	\$20.00	\$11.00
	Helpers : Other Construction Trades	88	\$5.50	\$15.00	\$9.84
Directors					
	Fundraising Directors	5	\$12.02	\$38.46	\$21.73
	Educational Program Directors	5	\$9.52	\$9.52	\$9.52
	Nursing Directors	1	\$29.81	\$29.81	\$29.81
	Religious Activity Directors	1	\$8.00	\$8.00	\$8.00
	Program Directors	2	\$10.23	\$38.46	\$24.35
Drafters					
	Architectural Drafters	3	\$15.00	\$18.00	\$16.45
	Electronic Drafters	3	\$15.00	\$16.83	\$16.22
	Mechanical Drafters	12	\$15.00	\$23.08	\$19.63
Education Work					
	Social Sciences Teachers	3	\$16.83	\$16.83	\$16.83
	Foreign Language Teachers	5	\$9.52	\$9.52	\$9.52
	English & Foreign Language Teachers, Postsecondary	6	\$9.52	\$15.63	\$10.54
	Business & Marketing Teachers	1	\$19.23	\$19.23	\$19.23
	Education Teachers	4	\$8.00	\$15.63	\$11.83
	Teachers - Preschool	7	\$8.00	\$12.70	\$10.00
	Teachers - Secondary : English	1	\$15.63	\$15.63	\$15.63
	Teachers - Secondary : Foreign Language	5	\$9.52	\$9.52	\$9.52
	Teachers & Instructors - Voc Ed	1	\$13.00	\$13.00	\$13.00
	Teachers - Secondary : Social Sciences	1	\$12.00	\$12.00	\$12.00

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Instructors - Non Voc Ed	1	\$13.00	\$13.00	\$13.00
	Other Teachers & Instructors	6	\$8.00	\$16.83	\$13.36
	Librarians	1	\$11.09	\$11.09	\$11.09
	Library Technical Assistants	1	\$11.09	\$11.09	\$11.09
	Vocational & Educ Counselors	3	\$12.45	\$15.38	\$14.31
	Vocational Rehabilitation Coordinators	1	\$12.02	\$12.02	\$12.02
	Instructional Coordinators	2	\$8.00	\$13.00	\$10.50
	Teacher Aides, Paraprofessional	1	\$8.18	\$8.18	\$8.18
Emergency Response Work					
	Dispatchers : Police	1	\$14.04	\$14.04	\$14.04
	Dispatchers : Fire	1	\$14.04	\$14.04	\$14.04
	Dispatchers : Ambulance	1	\$14.04	\$14.04	\$14.04
	Dispatchers:Service & Delivery	16	\$7.00	\$16.83	\$12.10
	Municipal Fire Fighters	1	\$14.90	\$14.90	\$14.90
	Police Investigators - Patrollers	2	\$17.79	\$19.23	\$18.51
	Sheriffs & Deputy Sheriffs	3	\$15.24	\$17.79	\$16.52
Engineering Technicians					
	Civil Engineering Technicians	2	\$12.00	\$13.00	\$12.50
	Electronic Engineering Technicians	18	\$9.00	\$41.48	\$16.04
	Electrical Engineering Technicians	18	\$12.00	\$26.68	\$17.05
	Industrial Engineering Technicians	14	\$12.00	\$28.85	\$17.97
	Mechanical Engineering Technicians	17	\$12.00	\$28.85	\$19.33
	Surveying Technicians	2	\$12.00	\$12.02	\$12.01
	Design Technicians And Technologists	1	\$12.00	\$12.00	\$12.00
	Aerospace Engineering Technicians	1	\$21.63	\$21.63	\$21.63
	Chemical Engineering Technicians	2	\$12.00	\$18.13	\$15.06
	Laser Technicians	3	\$14.00	\$15.00	\$14.33
	All Other Engineering And Related Technicians And Technol	17	\$12.00	\$28.85	\$20.17
Engineers					
	Procurement Engineers	1	\$12.02	\$12.02	\$12.02
	Aerospace Engineers	2	\$19.23	\$19.23	\$19.23
	Materials Engineers	4	\$24.04	\$33.65	\$26.44
	Chemical Engineers	2	\$18.13	\$20.77	\$19.45
	Civil & Traffic Engineers	7	\$12.00	\$28.85	\$17.90
	Electrical Engineers	36	\$17.60	\$40.87	\$27.57
	Electronics Engineers, Except Computer	2	\$17.79	\$18.00	\$17.89
	Computer Engineers	9	\$19.67	\$43.27	\$28.54
	Industrial Engineers, Except Safety	30	\$13.94	\$36.06	\$22.22
	Industrial Safety And Health Engineers	5	\$14.42	\$21.63	\$18.37
	Mechanical Engineers	25	\$12.00	\$40.87	\$26.42
	Production Engineers	19	\$12.00	\$43.27	\$22.21
	Other Engineers	26	\$16.83	\$31.25	\$23.30
	Sales Engineers	6	\$12.00	\$24.04	\$18.35
Executives					
	Treasurers, Controllers, And Chief Financial Officers	7	\$19.23	\$38.08	\$28.45
	Government Service Executives	1	\$21.63	\$21.63	\$21.63
	Private Sector Executives	3	\$10.00	\$38.46	\$20.96
Factory Work, Major Employers					
	Order Fillers - Wholesale/Retail Sales	7	\$9.00	\$14.00	\$11.52
	1st Line Supv : Production	58	\$9.00	\$27.88	\$15.88
	Production Inspectors, Testers, Graders	108	\$8.50	\$24.04	\$12.47
	Other Inspectors & Testers	115	\$8.00	\$19.23	\$11.69
	Maintenance Mechanics : Textile Machines	22	\$16.30	\$18.00	\$16.87

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Production Machinery Maint Mechanics	137	\$9.00	\$25.00	\$16.45
	Production Machinery Repairers	49	\$9.00	\$30.00	\$18.24
	All Other Machinery Maintenance Mechanics	271	\$6.50	\$24.00	\$15.81
	Machinery Maintenance Servicers	248	\$9.00	\$25.00	\$16.39
	Bakers, Manufacturing	3	\$10.80	\$14.42	\$12.01
	Food Batchmakers	10	\$7.00	\$9.00	\$8.20
	Precision Foundry Mold And Core Makers	80	\$10.00	\$12.75	\$11.83
	Molders And Casters	5	\$10.18	\$12.00	\$10.79
	Molders And Casters, Nonferrous Metals	5	\$10.18	\$12.00	\$10.79
	Cutters And Layout Workers	4	\$9.00	\$16.00	\$11.33
	Model And Mold Makers	1	\$12.00	\$12.00	\$12.00
	Precision Painters	9	\$8.00	\$15.00	\$11.62
	Silk Screen Process Decorators	2	\$12.00	\$12.00	\$12.00
	Lathe And Turning Machine Tool Setters	48	\$10.00	\$21.08	\$15.54
	Drilling And Boring Machine Tool Setters	15	\$10.26	\$12.98	\$10.91
	Milling & Planing Machine Setters & Set-Up	96	\$13.00	\$18.00	\$15.29
	Grinding, Honing, Lapping & Deburring Set-Up	11	\$7.00	\$10.26	\$8.96
	Buffing And Polishing Set-Up Operators	66	\$7.00	\$8.00	\$7.85
	Machine Tool Cutting Operators	92	\$15.00	\$20.71	\$15.74
	Punching Machine Setters & Set-Up Operators	117	\$10.80	\$19.06	\$14.86
	Press & Press Brake Machine Setters	99	\$8.50	\$13.81	\$10.43
	Extruding & Drawing Mach Setters & Set-Up	52	\$10.00	\$18.96	\$15.72
	Forging Machine Setters & Set-Up Operators	3	\$18.40	\$19.06	\$18.84
	Machine Forming Operators	134	\$9.75	\$16.03	\$11.31
	Numerical Control Machine Tool Operators	125	\$9.00	\$21.08	\$13.75
	Combination Machine Tool Setters & Set-Up	20	\$15.00	\$31.25	\$18.78
	Combination Machine Tool Operators	14	\$11.33	\$20.71	\$16.57
	Welding Machine Setters & Set-Up Operators	85	\$10.00	\$18.00	\$13.95
	Welding Machine Operators	62	\$8.50	\$18.00	\$12.83
	Soldering & Brazing Machine Operators	4	\$8.50	\$8.50	\$8.50
	Metal Fabricators, Structural Metal Prod	26	\$8.00	\$22.00	\$12.38
	Plastic Molding & Casting Machine Setters	16	\$9.00	\$18.00	\$13.76
	Plastic Molding & Casting Machine Operators	82	\$8.25	\$19.41	\$12.12
	Metal Molding, Coremaking, Casting Setters	31	\$10.00	\$10.00	\$10.00
	Metal Mold/Cast Mach Operators	62	\$10.00	\$14.40	\$13.62
	Foundry Mold Assembly & Shakeout Workers	158	\$10.00	\$14.52	\$12.78
	Nonelectrolytic Plating & Coating Machine Operators	2	\$10.00	\$10.00	\$10.00
	Heating Equipment Setters & Set-Up Oper	1	\$10.00	\$10.00	\$10.00
	Heat Treat, Anneal, & Tempering Mach Oper	51	\$10.00	\$18.96	\$15.84
	Furnace Operators	58	\$10.40	\$12.75	\$11.41
	Heaters, Metal And Plastic	3	\$9.00	\$9.00	\$9.00
	All Other Metal & Plastic Setters & Set-Up	64	\$9.00	\$18.00	\$12.91
	All Other Metal & Plastic Mach Operators	184	\$8.25	\$19.41	\$11.74
	Woodworking Machine Operators	10	\$8.00	\$8.90	\$8.35
	All Other Printing Press Setters & Set-Up	12	\$9.00	\$20.00	\$12.26
	Design Printing Machine Setters And Set-Up	2	\$14.42	\$14.42	\$14.42
	Marking & Identification Printing Mach Setters	1	\$14.00	\$14.00	\$14.00
	Screen Printing Mach Setters & Set-Up Operators	3	\$12.00	\$14.00	\$13.00
	Bindery Machine Setters & Set-Up Operators	7	\$7.00	\$8.50	\$7.42
	All Other Printing-Related Setters & Set-Up	12	\$8.00	\$20.00	\$11.72
	Typesetting/Composing Mach Operators	1	\$11.50	\$11.50	\$11.50
	Printing Press Machine Operators	19	\$9.00	\$20.00	\$12.38
	Bindery Machine Operators	5	\$7.00	\$15.00	\$8.60
	All Other Printing & Binding Mach Workers	27	\$7.00	\$20.00	\$9.90
	Extruding And Forming Machine Operators	55	\$8.00	\$14.00	\$10.75
	Sewing Machine Operators : Garment	18	\$7.00	\$11.00	\$8.40
	Sewing Machine Operators, Non-Garment	37	\$7.00	\$8.50	\$7.21
	Laundry/Dry-Clean Mach Operators	8	\$6.50	\$8.00	\$7.25

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Pressing Machine Operators	83	\$8.78	\$13.50	\$10.67
	Tire Building Machine Operators	7	\$10.50	\$14.69	\$13.05
	Paper Goods Machine Setters & Set-Up	22	\$8.00	\$16.65	\$13.91
	Roasting, Baking, Drying Machine Operators	3	\$9.00	\$10.80	\$10.20
	Furnace, Kiln, Oven, Drier, Kettle Operators	50	\$10.40	\$12.75	\$11.97
	Chemical Equip Controllers & Operators	2	\$11.00	\$12.00	\$11.50
	Fiber Product Machine Cutters	1	\$12.00	\$12.00	\$12.00
	Cutting And Slicing Machine Operators	100	\$9.83	\$9.83	\$9.83
	Painters, Transportation Equipment	10	\$8.00	\$12.00	\$9.66
	Coating, Painting, Spraying Machine Setters	20	\$9.50	\$12.75	\$10.48
	Coat, Paint, Spray Mach Operators	31	\$9.50	\$13.00	\$10.99
	Cleaning, Washing, Pickling Equip Operators	5	\$9.00	\$10.00	\$9.25
	Crushing, Grinding, Mixing Mach Operators	9	\$8.00	\$12.00	\$8.56
	Extruding/Forming Machine Setters & Set-Up	6	\$14.00	\$14.22	\$14.13
	Extrude/Forming Machine Operators	35	\$8.00	\$14.22	\$11.13
	Packaging/Filling Mach Operators	27	\$8.78	\$12.00	\$10.96
	All Other Machine Setters & Set-Up Oper	191	\$8.50	\$20.00	\$13.42
	All Other Machine Operators	873	\$7.00	\$18.96	\$11.30
	Machine Builders & Other Precision Assemblers	2	\$10.00	\$10.00	\$10.00
	Electromechanical Equipment Assemblers	1	\$8.30	\$8.30	\$8.30
	Electromechanical Technicians	11	\$10.00	\$21.25	\$16.20
	Electrical & Electronic Equipment Assembly	6	\$8.30	\$16.00	\$11.46
	All Other Precision Assemblers	9	\$8.80	\$16.00	\$11.08
	Machine Assemblers	3	\$10.00	\$16.00	\$12.00
	Electronic Components Assemblers	24	\$7.20	\$16.00	\$13.26
	Electric Motor Assemblers	31	\$10.26	\$14.00	\$11.07
	Electrical Components Assemblers	2	\$14.00	\$16.00	\$15.00
	Welders, Production	160	\$8.00	\$25.00	\$11.51
	Welders And Cutters	235	\$8.00	\$25.00	\$12.55
	Welder-Fitters	209	\$8.00	\$22.00	\$12.45
	Solderers	42	\$8.50	\$14.22	\$11.05
	Sewers, Hand	49	\$7.00	\$12.00	\$7.38
	Cutters And Trimmers, Hand	5	\$8.00	\$16.00	\$10.50
	Meat, Poultry & Fish: Cutters And Trimmers	1	\$6.00	\$6.00	\$6.00
	Mold Makers, Hand	5	\$9.50	\$12.00	\$10.75
	Molders And Casters	5	\$10.18	\$12.00	\$10.79
	Bakery & Confectionary Decorating Workers	1	\$9.00	\$9.00	\$9.00
	Hand Painting, Coating & Decorating Workers	3	\$13.00	\$13.00	\$13.00
	Grinding & Polishing Workers, Hand	10	\$7.00	\$10.00	\$7.58
	Assemblers (Factory Work)	1346	\$5.75	\$15.00	\$10.21
	All Other Hand Workers	254	\$7.50	\$13.77	\$9.82
	Forklift/Industrial Truck Operators	1356	\$7.25	\$15.35	\$11.10
	Other Hand Material Movers	141	\$7.00	\$13.78	\$10.00
	Hand Packers & Packagers	191	\$7.00	\$14.19	\$9.19
	Production Laborers	1897	\$5.75	\$19.23	\$10.22
Farm/Agricultural Work					
	Biological And Agricultural Technologists	2	\$11.54	\$11.75	\$11.64
	Sales Representatives, Agricultural	1	\$31.25	\$31.25	\$31.25
	Animal Caretakers, Except Farm	5	\$5.15	\$9.36	\$7.38
	Animal Groomers And Bathers	3	\$7.50	\$12.00	\$9.50
	Farm Equipment Operators	2	\$12.00	\$12.00	\$12.00
	Gardeners And Groundskeepers	46	\$6.90	\$6.90	\$6.90
	Sprayers/Applicators	3	\$10.00	\$14.00	\$12.00
	Lawn Maintenance Workers	14	\$7.00	\$13.00	\$9.21
	Laborers, Landscaping & Groundskeeping	1176	\$5.50	\$14.00	\$8.98
	Farmworkers	7	\$7.25	\$13.00	\$9.49
	Farmworkers, Food And Fiber Crops	3	\$7.25	\$7.50	\$7.38

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Farmworkers, Farm And Ranch Animals	3	\$7.50	\$9.36	\$8.43
	Irrigation Workers	1	\$13.00	\$13.00	\$13.00
	Farmers	2	\$7.50	\$7.50	\$7.50
	Agricultural Crop Farm Managers	1	\$21.95	\$21.95	\$21.95
	Yard Workers, Private Household	2	\$8.00	\$8.00	\$8.00
	All Other Agricultural, Forest, Fishing Workers	3	\$7.50	\$13.00	\$10.25

Finance Work

Treasurers, Controllers, And Chief Financial Officers	7	\$19.23	\$38.08	\$28.45
Financial Managers, Branch Or Department	19	\$5.29	\$42.21	\$21.52
Loan Officers & Loan Counselors	3	\$24.04	\$28.85	\$25.64
Tax Preparers	9	\$7.00	\$11.00	\$9.00
Accountants	37	\$7.00	\$42.21	\$21.56
Financial Counselors	9	\$7.00	\$12.00	\$9.50
Other Financial Specialists	11	\$7.00	\$12.00	\$10.38
Financial Examiners	9	\$7.00	\$28.85	\$17.92
Financial & Statistical Analysts	4	\$11.00	\$28.85	\$18.86
Tellers	19	\$8.00	\$16.25	\$10.31
New Accounts Clerks	5	\$9.00	\$16.83	\$10.79
Loan Interviewers	6	\$36.06	\$36.06	\$36.06
Credit Authorizers	1	\$14.42	\$14.42	\$14.42
Loan & Credit Clerks	4	\$8.50	\$36.06	\$15.80
Bill & Account Collectors	24	\$7.00	\$14.42	\$9.41

Food & Beverage Work

Chefs And Head Cooks	7	\$9.00	\$17.66	\$11.05
Hosts & Hostesses- Rest/Lounge	3	\$6.50	\$8.00	\$7.00
Bartenders	8	\$5.00	\$9.00	\$6.73
Waiters & Waitresses	11	\$2.10	\$8.00	\$4.88
Outside Food Servers	13	\$5.15	\$7.00	\$6.08
Dining Rm & Cafeteria Attendants	23	\$7.50	\$8.00	\$7.63
Counter Attendants - Food Service	52	\$5.50	\$9.00	\$7.15
Bakers : Bread & Pastry	2	\$9.00	\$14.42	\$11.71
Butchers & Meat Cutters	2	\$7.00	\$7.00	\$7.00
Cooks : Restaurant	27	\$5.50	\$12.02	\$7.92
Cooks : Institution/Cafeteria	14	\$6.50	\$9.00	\$7.67
Cooks : Specialty Fast Food	34	\$5.50	\$9.00	\$6.98
Cooks : Short Order	19	\$5.50	\$9.15	\$7.26
Food Preparation Workers	30	\$5.50	\$10.00	\$7.36
Kitchen Helpers	21	\$6.00	\$7.00	\$6.78
Food Prep And Service Workers	25	\$5.15	\$11.00	\$6.89
Vending Machine Attendants	1	\$7.00	\$7.00	\$7.00
Bakers, Manufacturing	3	\$10.80	\$14.42	\$12.01
Food Batchmakers	10	\$7.00	\$9.00	\$8.20
Bakery & Confectionary Decorating Workers	1	\$9.00	\$9.00	\$9.00

Government Work

Public Administrators & Legislators	2	\$19.83	\$38.46	\$29.15
Government Service Executives	1	\$21.63	\$21.63	\$21.63
Special Agents - Insurance	2	\$12.02	\$16.83	\$14.42
Employment Interviewers	13	\$9.00	\$21.63	\$13.56
Job And Occupational Analysts	2	\$13.00	\$14.50	\$13.75
Employer Relations And Placement Specialists	6	\$10.00	\$14.72	\$12.59
Employee Relations Specialists	3	\$12.02	\$13.00	\$12.35
Employee Training Specialists	9	\$9.00	\$28.85	\$15.69
Personnel Recruiters	4	\$8.00	\$21.63	\$13.41
Cost Estimators	4	\$13.91	\$38.46	\$26.46
Management Analysts	2	\$12.02	\$28.85	\$20.43

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Environmental Compliance Inspectors	3	\$21.63	\$38.08	\$27.11
	Industrial And Occupational Safety Inspectors	3	\$14.42	\$18.27	\$16.99
	Financial Examiners	9	\$7.00	\$28.85	\$17.92
	Public Transportation Inspectors	1	\$11.00	\$11.00	\$11.00
	Tax Exams, Collectors, Revenue Agents	8	\$7.00	\$7.00	\$7.00
	Computer Security Specialists	3	\$19.67	\$21.00	\$20.11
	Meeting And Convention Planners	2	\$7.50	\$8.00	\$7.75
	All Other Management Support Workers	1	\$7.00	\$7.00	\$7.00
	Welfare Eligibility Interviewers	6	\$9.52	\$12.50	\$10.02
	Court Clerks	1	\$13.00	\$13.00	\$13.00
	Municipal Clerks	2	\$12.00	\$12.00	\$12.00
	Mail Clerks, Except Mail Machine Operators	2	\$8.00	\$11.00	\$9.50

Health Care Work

Vocational Rehabilitation Coordinators	1	\$12.02	\$12.02	\$12.02
Doctors Of Medicine (MD)	3	\$28.85	\$58.60	\$43.72
Psychiatrists	3	\$14.01	\$14.24	\$14.16
Occupational Therapists	7	\$15.63	\$36.06	\$28.14
Physical Therapists	2	\$35.00	\$35.00	\$35.00
Manual Arts Therapists	1	\$15.63	\$15.63	\$15.63
Corrective Therapists	3	\$11.61	\$15.63	\$12.97
Speech Pathologists & Audiologists	2	\$35.88	\$35.88	\$35.88
Recreational Therapists	1	\$8.00	\$8.00	\$8.00
Registered Nurses (RN)	39	\$14.00	\$28.76	\$18.72
Licensed Practical Nurses (LPN)	34	\$12.00	\$21.00	\$16.52
Emergency Medical Technicians (EMT)	1	\$14.99	\$14.99	\$14.99
Opticians	1	\$9.00	\$9.00	\$9.00
Pharmacists	3	\$46.15	\$46.15	\$46.15
Dietitians & Nutritionists	2	\$10.00	\$15.41	\$12.71
Dietetic Technicians	2	\$7.50	\$10.00	\$8.75
Medical & Clinical Lab Technologists	1	\$16.65	\$16.65	\$16.65
Medical & Clinical Lab Technicians	1	\$16.65	\$16.65	\$16.65
Medical Records Technicians	4	\$13.51	\$16.93	\$15.23
Radiological Technologists	1	\$22.04	\$22.04	\$22.04
Radiological Technicians	1	\$22.04	\$22.04	\$22.04
Psychiatric Technicians	3	\$8.58	\$11.61	\$9.59
Optometric And Ophthalmic Technicians	3	\$9.00	\$9.00	\$9.00
Personal Attendants, Private Household	6	\$6.50	\$8.00	\$7.58
Nurse Aides, Orderlies, Attendants	74	\$6.50	\$16.88	\$9.88
Home Health Aides	17	\$8.00	\$16.88	\$9.53
Psychiatric Aides	2	\$8.58	\$8.58	\$8.58
Phlebotomists	4	\$9.50	\$14.00	\$11.75

Heavy Equipment Operators

Tank Car & Tank Truck Loaders	28	\$6.70	\$15.75	\$8.89
Excavating & Load Machine Operators	2	\$7.50	\$10.00	\$8.75
Grader, Bulldozer, Scraper Operators	1	\$12.50	\$12.50	\$12.50
Crane & Tower Operators	20	\$12.50	\$22.00	\$16.75
Forklift/Industrial Truck Operators	1356	\$7.25	\$15.35	\$11.10
Conveyor Operators	1	\$12.00	\$12.00	\$12.00
All Other Material Moving Equip Operators	91	\$7.00	\$14.95	\$11.16
Other Trans/Matl Moving Equip Operators	4	\$8.50	\$13.38	\$11.46
Helpers :Mining, Drilling, Quarrying	2	\$20.33	\$20.33	\$20.33

Human Resource Work

Employment Interviewers	13	\$9.00	\$21.63	\$13.56
Job And Occupational Analysts	2	\$13.00	\$14.50	\$13.75
Employer Relations And Placement Specialists	6	\$10.00	\$14.72	\$12.59

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Employee Relations Specialists	3	\$12.02	\$13.00	\$12.35
	Employee Training Specialists	9	\$9.00	\$28.85	\$15.69
	Personnel Recruiters	4	\$8.00	\$21.63	\$13.41
	Human Resource Generalist	21	\$10.00	\$26.44	\$15.12
	Management Analysts	2	\$12.02	\$28.85	\$20.43
	Insurance Claims Clerks	4	\$10.00	\$12.00	\$10.50
Inspectors/Examiners					
	Construction & Building Inspectors	1	\$5.00	\$5.00	\$5.00
	Environmental Compliance Inspectors	3	\$21.63	\$38.08	\$27.11
	Industrial And Occupational Safety Inspectors	3	\$14.42	\$18.27	\$16.99
	Financial Examiners	9	\$7.00	\$28.85	\$17.92
	Public Transportation Inspectors	1	\$11.00	\$11.00	\$11.00
	Materials Inspectors	99	\$8.00	\$24.04	\$14.05
	Precision Devices Inspectors And Testers	1	\$12.90	\$12.90	\$12.90
	Electrical & Electronic Inspectors & Testers	7	\$10.00	\$19.42	\$14.14
	Production Inspectors, Testers, Graders	108	\$8.50	\$24.04	\$12.47
	Construction Checkers	3	\$12.00	\$12.00	\$12.00
	Other Inspectors & Testers	115	\$8.00	\$19.23	\$11.69
Insurance Work					
	Underwriters	3	\$12.02	\$52.88	\$28.04
	Special Agents - Insurance	2	\$12.02	\$16.83	\$14.42
	Sales Agents - Insurance	54	\$9.62	\$28.85	\$15.56
	Insurance Claims Clerks	4	\$10.00	\$12.00	\$10.50
	Insurance Policy Process Clerks	4	\$10.00	\$14.42	\$11.61
Laborers					
	Sewers, Hand	49	\$7.00	\$12.00	\$7.38
	Cutters And Trimmers, Hand	5	\$8.00	\$16.00	\$10.50
	Meat, Poultry & Fish: Cutters And Trimmers	1	\$6.00	\$6.00	\$6.00
	Mold Makers, Hand	5	\$9.50	\$12.00	\$10.75
	Molders And Casters	5	\$10.18	\$12.00	\$10.79
	Machine Feeders & Offbearers	25	\$7.75	\$12.01	\$10.27
	Refuse/Trash/Garbage Collectors	2	\$11.00	\$15.00	\$13.00
	Other Hand Material Movers	141	\$7.00	\$13.78	\$10.00
	Hand Packers & Packagers	191	\$7.00	\$14.19	\$9.19
	Vehicle Washers & Equip Cleaners	11	\$8.00	\$12.00	\$9.40
	Production Laborers	1897	\$5.75	\$19.23	\$10.22
Legal/Law Work					
	Law Clerks	1	\$13.00	\$13.00	\$13.00
	Paralegal Personnel	1	\$12.00	\$12.00	\$12.00
	Police Detectives	1	\$17.79	\$17.79	\$17.79
	Police Investigators - Patrollers	2	\$17.79	\$19.23	\$18.51
	Correction Officers & Jailers	68	\$11.92	\$13.07	\$12.34
	Sheriffs & Deputy Sheriffs	3	\$15.24	\$17.79	\$16.52
Library/Museum Work					
	Librarians	1	\$11.09	\$11.09	\$11.09
	Library Technical Assistants	1	\$11.09	\$11.09	\$11.09
Machine Set-up/Operators					
	Lathe And Turning Machine Tool Setters	48	\$10.00	\$21.08	\$15.54
	Drilling And Boring Machine Tool Setters	15	\$10.26	\$12.98	\$10.91
	Milling & Planing Machine Setters & Set-Up	96	\$13.00	\$18.00	\$15.29
	Grinding, Honing, Lapping & Deburring Set-Up	11	\$7.00	\$10.26	\$8.96
	Buffing And Polishing Set-Up Operators	66	\$7.00	\$8.00	\$7.85

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Machine Tool Cutting Operators	92	\$15.00	\$20.71	\$15.74
	Punching Machine Setters & Set-Up Operators	117	\$10.80	\$19.06	\$14.86
	Press & Press Brake Machine Setters	99	\$8.50	\$13.81	\$10.43
	Extruding & Drawing Mach Setters & Set-Up	52	\$10.00	\$18.96	\$15.72
	Forging Machine Setters & Set-Up Operators	3	\$18.40	\$19.06	\$18.84
	Machine Forming Operators	134	\$9.75	\$16.03	\$11.31
	Numerical Control Machine Tool Operators	125	\$9.00	\$21.08	\$13.75
	Combination Machine Tool Setters & Set-Up	20	\$15.00	\$31.25	\$18.78
	Combination Machine Tool Operators	14	\$11.33	\$20.71	\$16.57
	Welding Machine Setters & Set-Up Operators	85	\$10.00	\$18.00	\$13.95
	Welding Machine Operators	62	\$8.50	\$18.00	\$12.83
	Soldering & Brazing Machine Operators	4	\$8.50	\$8.50	\$8.50
	Metal Fabricators, Structural Metal Prod	26	\$8.00	\$22.00	\$12.38
	Plastic Molding & Casting Machine Setters	16	\$9.00	\$18.00	\$13.76
	Plastic Molding & Casting Machine Operators	82	\$8.25	\$19.41	\$12.12
	Metal Molding, Coremaking, Casting Setters	31	\$10.00	\$10.00	\$10.00
	Metal Mold/Cast Mach Operators	62	\$10.00	\$14.40	\$13.62
	Foundry Mold Assembly & Shakeout Workers	158	\$10.00	\$14.52	\$12.78
	Nonelectrolytic Plating & Coating Machine Operators	2	\$10.00	\$10.00	\$10.00
	Heating Equipment Setters & Set-Up Oper	1	\$10.00	\$10.00	\$10.00
	Heat Treat, Anneal, & Tempering Mach Oper	51	\$10.00	\$18.96	\$15.84
	Furnace Operators	58	\$10.40	\$12.75	\$11.41
	Heaters, Metal And Plastic	3	\$9.00	\$9.00	\$9.00
	All Other Metal & Plastic Setters & Set-Up	64	\$9.00	\$18.00	\$12.91
	All Other Metal & Plastic Mach Operators	184	\$8.25	\$19.41	\$11.74
	Woodworking Machine Operators	10	\$8.00	\$8.90	\$8.35
	All Other Printing Press Setters & Set-Up	12	\$9.00	\$20.00	\$12.26
	Design Printing Machine Setters And Set-Up	2	\$14.42	\$14.42	\$14.42
	Marking & Identification Printing Mach Setters	1	\$14.00	\$14.00	\$14.00
	Screen Printing Mach Setters & Set-Up Operators	3	\$12.00	\$14.00	\$13.00
	Bindery Machine Setters & Set-Up Operators	7	\$7.00	\$8.50	\$7.42
	All Other Printing-Related Setters & Set-Up	12	\$8.00	\$20.00	\$11.72
	Typesetting/Composing Mach Operators	1	\$11.50	\$11.50	\$11.50
	Printing Press Machine Operators	19	\$9.00	\$20.00	\$12.38
	Bindery Machine Operators	5	\$7.00	\$15.00	\$8.60
	All Other Printing & Binding Mach Workers	27	\$7.00	\$20.00	\$9.90
	Extruding And Forming Machine Operators	55	\$8.00	\$14.00	\$10.75
	Sewing Machine Operators : Garment	18	\$7.00	\$11.00	\$8.40
	Sewing Machine Operators, Non-Garment	37	\$7.00	\$8.50	\$7.21
	Laundry/Dry-Clean Mach Operators	8	\$6.50	\$8.00	\$7.25
	Pressing Machine Operators	83	\$8.78	\$13.50	\$10.67
	Tire Building Machine Operators	7	\$10.50	\$14.69	\$13.05
	Paper Goods Machine Setters & Set-Up	22	\$8.00	\$16.65	\$13.91
	Roasting, Baking, Drying Machine Operators	3	\$9.00	\$10.80	\$10.20
	Furnace, Kiln, Oven, Drier, Kettle Operators	50	\$10.40	\$12.75	\$11.97
	Chemical Equip Controllers & Operators	2	\$11.00	\$12.00	\$11.50
	Fiber Product Machine Cutters	1	\$12.00	\$12.00	\$12.00
	Cutting And Slicing Machine Operators	100	\$9.83	\$9.83	\$9.83
	Painters, Transportation Equipment	10	\$8.00	\$12.00	\$9.66
	Coating, Painting, Spraying Machine Setters	20	\$9.50	\$12.75	\$10.48
	Coat, Paint, Spray Mach Operators	31	\$9.50	\$13.00	\$10.99
	Cleaning, Washing, Pickling Equip Operators	5	\$9.00	\$10.00	\$9.25
	Crushing, Grinding, Mixing Mach Operators	9	\$8.00	\$12.00	\$8.56
	Extruding/Forming Machine Setters & Set-Up	6	\$14.00	\$14.22	\$14.13
	Extrude/Forming Machine Operators	35	\$8.00	\$14.22	\$11.13
	Packaging/Filling Mach Operators	27	\$8.78	\$12.00	\$10.96
	All Other Machine Setters & Set-Up Oper	191	\$8.50	\$20.00	\$13.42
	All Other Machine Operators	873	\$7.00	\$18.96	\$11.30

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
Managers					
	Treasurers, Controllers, And Chief Financial Officers	7	\$19.23	\$38.08	\$28.45
	Financial Managers, Branch Or Department	19	\$5.29	\$42.21	\$21.52
	Human Resources Managers	16	\$10.00	\$26.44	\$16.86
	Training And Development Managers	5	\$10.00	\$28.85	\$19.85
	Labor Relations Managers	3	\$5.29	\$26.44	\$19.39
	Employee Assistance Specialists	4	\$9.00	\$12.45	\$11.37
	Purchasing Managers	5	\$15.00	\$28.85	\$19.54
	Advertising And Promotions Managers	4	\$9.62	\$10.00	\$9.90
	Sales Managers	72	\$7.00	\$39.24	\$16.49
	Marketing Managers	7	\$7.53	\$26.44	\$15.83
	Fundraising Directors	5	\$12.02	\$38.46	\$21.73
	Property Officers And Contract Administrators	1	\$21.63	\$21.63	\$21.63
	Administrative Services Managers	13	\$5.29	\$38.46	\$17.80
	Engineering Managers	16	\$15.63	\$43.27	\$22.89
	Computer And Information Systems Managers	18	\$12.02	\$43.27	\$24.68
	College And University Administrators	1	\$10.82	\$10.82	\$10.82
	Educational Program Directors	5	\$9.52	\$9.52	\$9.52
	Nursing Directors	1	\$29.81	\$29.81	\$29.81
	Medical And Health Services Managers	3	\$11.61	\$26.44	\$19.09
	Property And Real Estate Managers	3	\$8.65	\$16.83	\$11.83
	Property Records Managers	5	\$10.59	\$10.59	\$10.59
	Industrial Production Managers	31	\$11.00	\$43.27	\$23.39
	Landscaping Managers	2	\$15.81	\$15.81	\$15.81
	Construction Managers	6	\$11.00	\$21.63	\$17.75
	Transportation Managers	25	\$12.02	\$24.04	\$17.25
	Communications Managers	1	\$19.23	\$19.23	\$19.23
	Storage And Distribution Managers	4	\$13.00	\$33.65	\$23.68
	Food Service Managers	83	\$7.50	\$15.63	\$10.43
	Lawn Service Managers	2	\$11.00	\$12.02	\$11.51
	Public Administrators & Legislators	2	\$19.83	\$38.46	\$29.15
	Government Service Executives	1	\$21.63	\$21.63	\$21.63
	Private Sector Executives	3	\$10.00	\$38.46	\$20.96
	Amusement And Recreation Establishment Managers	1	\$9.62	\$9.62	\$9.62
	Social And Community Service Managers	13	\$11.25	\$21.63	\$13.79
	Security Managers	5	\$14.25	\$14.25	\$14.25
	All Other Managers And Administrators	50	\$9.50	\$43.27	\$13.51
	Agricultural Crop Farm Managers	1	\$21.95	\$21.95	\$21.95
Mathematics Work					
	Actuaries	3	\$19.23	\$48.08	\$38.46
	Financial & Statistical Analysts	4	\$11.00	\$28.85	\$18.86
Mechanics, Installers, Repairers					
	Maintenance Mechanics : Textile Machines	22	\$16.30	\$18.00	\$16.87
	Marine Engine Mechanics	5	\$15.00	\$17.00	\$16.00
	Marine Service Technicians	5	\$15.00	\$17.00	\$16.00
	Maintenance Mechanics : Water/Power Plants	5	\$8.00	\$14.00	\$12.00
	Production Machinery Maint Mechanics	137	\$9.00	\$25.00	\$16.45
	Production Machinery Repairers	49	\$9.00	\$30.00	\$18.24
	All Other Machinery Maintenance Mechanics	271	\$6.50	\$24.00	\$15.81
	Equipment Servicers And Technicians	7	\$10.00	\$21.61	\$13.82
	Millwrights And Machinery Erectors	108	\$12.00	\$30.00	\$16.01
	Foundry Equipment Repairers	1	\$21.63	\$21.63	\$21.63
	Machinery Maintenance Servicers	248	\$9.00	\$25.00	\$16.39
	Maintenance Repairers : General Utility	167	\$5.50	\$24.00	\$14.51
	Automotive Master Mechanics	44	\$5.15	\$24.98	\$14.14

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Automotive Specialty Technicians	37	\$5.15	\$23.08	\$13.54
	Automotive Glass Installers And Repairers	3	\$8.00	\$10.00	\$8.83
	Automotive Body Repairers	11	\$8.00	\$14.00	\$10.19
	Truck And Trailer Body And RV Repairers	4	\$8.50	\$20.00	\$13.86
	Automotive Body Repair Estimators	1	\$8.50	\$8.50	\$8.50
	Bus, Truck , & Diesel Engine Mechanics	41	\$10.00	\$25.00	\$15.68
	Diesel Engine Erectors	8	\$10.50	\$15.00	\$13.69
	Mobile Heavy Equipment Mechanics	7	\$10.50	\$18.60	\$16.30
	Farm Equipment Mechanics	8	\$5.50	\$17.00	\$11.80
	Motorboat Mechanics	1	\$17.00	\$17.00	\$17.00
	Small Engine Mechanics	7	\$6.50	\$17.00	\$10.86
	Telegraph & Related Install/Repair	5	\$15.00	\$18.00	\$16.80
	Communication Equip: Installers/Repairers	24	\$11.00	\$23.17	\$14.94
	Telecommunications Facility Examiners	1	\$19.23	\$19.23	\$19.23
	Phone/Cable Tv Install/Repairs	25	\$9.00	\$23.56	\$13.52
	Electronic Home Entertain Equip Repairer	2	\$9.00	\$10.00	\$9.50
	Electric Home Appliance & Tool Repairers	3	\$9.00	\$17.00	\$11.67
	Home Appliance Installers	2	\$9.00	\$11.25	\$10.13
	Electric Motor & Switch Assembly/Repair	1	\$14.00	\$14.00	\$14.00
	Electronics Mechanics And Technicians	18	\$9.00	\$22.43	\$14.38
	Powerhouse & Relay Electricians	1	\$26.68	\$26.68	\$26.68
	Electrical Powerline Installers & Repairers	15	\$11.25	\$26.68	\$18.55
	Phone Station Installers/Repairers	3	\$18.00	\$23.56	\$20.78
	All Other Elec/Electronic Equip Mech/Repair	8	\$9.00	\$20.04	\$13.86
	Heating And Air Conditioning Mechanics (HVAC)	51	\$8.00	\$36.06	\$17.02
	Refrigeration Mechanics	10	\$13.00	\$20.00	\$15.00
	Office Machine Servicers	1	\$10.00	\$10.00	\$10.00
	Valve And Regulator Repairers	2	\$9.00	\$9.00	\$9.00
	Riggers	2	\$12.00	\$12.00	\$12.00
	Install/Repair: Mobile Homes & Manuf Bldgs	1	\$16.00	\$16.00	\$16.00
	Gas Appliance Repairers	3	\$9.00	\$9.00	\$9.00
	Tire Repairers & Changers	10	\$7.50	\$13.00	\$9.83
	Pump Installers And Servicers	1	\$12.00	\$12.00	\$12.00
	Automobile Wreckers	2	\$18.00	\$18.00	\$18.00
	Other Mechanics, Installers & Repairers	103	\$5.15	\$28.85	\$13.29
	Mechanic's & Repairer's Helpers	34	\$5.50	\$17.00	\$10.88
Media Work					
	Copy Writers	1	\$10.00	\$10.00	\$10.00
	Public Relations Specialists	2	\$16.33	\$16.83	\$16.58
	Announcers - Radio & TV	3	\$7.21	\$8.00	\$7.47
	Professional Photographers	3	\$5.15	\$9.00	\$6.83
	Sketch Artists	3	\$7.50	\$15.00	\$11.25
	Graphic Designers	16	\$7.50	\$21.63	\$14.43
	Program Directors	2	\$10.23	\$38.46	\$24.35
Metal Work, Precision					
	Tool & Die Makers	21	\$13.50	\$21.25	\$18.86
	Machinists	169	\$9.00	\$21.61	\$16.18
	Precision Tool Grind, File, Sharpeners	7	\$7.00	\$21.25	\$14.87
	Model Makers, Metal And Plastic	4	\$9.00	\$10.50	\$9.75
	Precision Layout Workers - Metal	2	\$16.00	\$16.00	\$16.00
	Sheet Metal Workers	5	\$8.50	\$14.00	\$12.10
	Other Precision Metal Workers	48	\$10.00	\$17.20	\$13.41
Mining/Quarrying Work					
	Construction Drillers	2	\$13.00	\$14.00	\$13.50
	Service Unit Operators: Oil & Gas	1	\$15.98	\$15.98	\$15.98

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Other Mine And Quarry Workers	2	\$20.33	\$20.33	\$20.33
Miscellaneous					
	Dispatchers : Police, Fire, Ambulance	1	\$14.04	\$14.04	\$14.04
	Health Equipment Service Workers	1	\$11.00	\$11.00	\$11.00
	Immediate Hand Workers	3	\$8.50	\$10.14	\$9.32
	Elemental Hand Workers	3	\$8.50	\$8.50	\$8.50
	Production Helpers	174	\$5.50	\$15.00	\$8.99
Performing Arts Work					
	Program Directors	2	\$10.23	\$38.46	\$24.35
Personal Service Work					
	Housekeepers, Private Household	6	\$7.00	\$8.50	\$7.90
	Maids & Housekeeping Cleaners	39	\$5.50	\$11.00	\$6.99
	Janitors & Cleaners	54	\$5.15	\$10.00	\$7.98
	Pest Controllers & Assistants	4	\$10.00	\$14.00	\$11.38
	Other Cleaning/Building Service Workers	14	\$5.15	\$10.00	\$8.68
	Hairdressers, Stylists, Cosmetologists	55	\$3.75	\$12.50	\$7.95
	Make-Up Artists, Theatrical & Performance	1	\$6.50	\$6.50	\$6.50
	Personal And Home Care Aides	26	\$6.50	\$9.00	\$8.08
	Child Care Workers	6	\$6.00	\$9.75	\$7.86
	Personal Attendants	16	\$6.50	\$8.00	\$7.69
	All Other Service Workers	1	\$11.00	\$11.00	\$11.00
Photography Work					
	Professional Photographers	3	\$5.00	\$9.00	\$6.83
	Photographic Reproduction Technicians	1	\$6.50	\$6.50	\$6.50
Plant and System Operators					
	Water Treatment Plant & System Operators	2	\$11.00	\$14.00	\$12.50
	Water Treatment Plant Attendants	1	\$12.00	\$12.00	\$12.00
	Gas Distribution Plant Operators	1	\$11.75	\$11.75	\$11.75
	Chemical Plant & System Operators	12	\$11.00	\$16.35	\$13.12
	Auxiliary Equipment Operators, Power	3	\$16.00	\$16.00	\$16.00
	Power Distributors & Dispatchers	1	\$19.35	\$19.35	\$19.35
	All Other Plant & System Operators	1	\$14.00	\$14.00	\$14.00
Precision Work, All Other					
	Precision Foundry Mold And Core Makers	80	\$10.00	\$12.75	\$11.83
	Molders And Casters	5	\$10.18	\$12.00	\$10.79
	Molders And Casters, Nonferrous Metals	5	\$10.18	\$12.00	\$10.79
	Cutters And Layout Workers	4	\$9.00	\$16.00	\$11.33
	Model And Mold Makers	1	\$12.00	\$12.00	\$12.00
	Precision Painters	9	\$8.00	\$15.00	\$11.62
	Silk Screen Process Decorators	2	\$12.00	\$12.00	\$12.00
	Photographic Reproduction Technicians	1	\$6.50	\$6.50	\$6.50
	Color Matchers And Dye Formulators	1	\$10.00	\$10.00	\$10.00
	All Other Precision Workers	2	\$16.00	\$16.00	\$16.00
	Hand Painting, Coating & Decorating Workers	3	\$13.00	\$13.00	\$13.00
	Grinding & Polishing Workers, Hand	10	\$7.00	\$10.00	\$7.58
Printing Work					
	Hand Compositors And Typesetters	1	\$11.50	\$11.50	\$11.50
	Job Printers	9	\$8.00	\$20.00	\$11.96
	Precision Printing Workers	8	\$9.00	\$20.00	\$12.61
	All Other Printing Press Setters & Set-Up	12	\$9.00	\$20.00	\$12.26
	Design Printing Machine Setters And Set-Up	2	\$14.42	\$14.42	\$14.42

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Marking & Identification Printing Mach Setters	1	\$14.00	\$14.00	\$14.00
	Screen Printing Mach Setters & Set-Up Operators	3	\$12.00	\$14.00	\$13.00
	Bindery Machine Setters & Set-Up Operators	7	\$7.00	\$8.50	\$7.42
	All Other Printing-Related Setters & Set-Up	12	\$8.00	\$20.00	\$11.72
	Typesetting/Composing Mach Operators	1	\$11.50	\$11.50	\$11.50
	Printing Press Machine Operators	19	\$9.00	\$20.00	\$12.38
	Bindery Machine Operators	5	\$7.00	\$15.00	\$8.60
	All Other Printing & Binding Mach Workers	27	\$7.00	\$20.00	\$9.90
Protective Service Work					
	Dispatchers : Police	1	\$14.04	\$14.04	\$14.04
	Dispatchers : Fire	1	\$14.04	\$14.04	\$14.04
	Dispatchers : Ambulance	1	\$14.04	\$14.04	\$14.04
	Municipal Fire Fighters	1	\$14.90	\$14.90	\$14.90
	Police Detectives	1	\$17.79	\$17.79	\$17.79
	Police Investigators - Patrollers	2	\$17.79	\$19.23	\$18.51
	Correction Officers & Jailers	68	\$11.92	\$13.07	\$12.34
	Sheriffs & Deputy Sheriffs	3	\$15.24	\$17.79	\$16.52
	Crossing Guards	1	\$9.36	\$9.36	\$9.36
	Guards & Watch Guards	124	\$7.50	\$14.25	\$9.14
	Animal Control Workers	1	\$7.50	\$7.50	\$7.50
Purchasing Agents/Buyers					
	Wholesale & Retail Buyers	4	\$12.02	\$14.42	\$13.47
	Purchasing Agents & Buyers-Farm Products	3	\$10.00	\$13.00	\$11.00
	Purchasing Agents & Contract Specialists	9	\$10.00	\$28.85	\$17.10
	Procurement Engineers	1	\$12.02	\$12.02	\$12.02
Real Estate Work					
	1st Line Supv : Sales & Related Workers	18	\$10.00	\$33.65	\$18.89
	Real Estate Clerks	3	\$6.00	\$16.83	\$10.28
Religious Work					
	Religious Activity Directors	1	\$8.00	\$8.00	\$8.00
Sales Work					
	1st Line Supv : Sales & Related Workers	18	\$10.00	\$33.65	\$18.89
	Sales Agents - Insurance	54	\$9.62	\$28.85	\$15.56
	Sales Agents - Securities And Commodities	5	\$9.62	\$9.62	\$9.62
	Sales Agents, Financial Services	79	\$9.62	\$21.63	\$14.13
	Sales Agents - Business Services	83	\$8.00	\$33.65	\$18.34
	Sales Agents - Advertising	19	\$7.21	\$24.04	\$12.45
	Sales Representatives, Service	39	\$6.25	\$33.65	\$18.30
	Fund Raisers And Solicitors	3	\$16.35	\$21.63	\$19.39
	Sales Engineers	6	\$0.00	\$24.04	\$18.35
	Sales Representatives, Agricultural	1	\$31.25	\$31.25	\$31.25
	Sales Representatives, Chemical	2	\$20.00	\$20.00	\$20.00
	Sales Representatives, Electrical/Electronic	7	\$12.50	\$39.24	\$22.14
	Sales Representatives, Mechanical Equipment	12	\$9.00	\$31.25	\$15.22
	Sales Representatives, Medical	1	\$10.00	\$10.00	\$10.00
	Sales Representatives, Instruments	1	\$21.63	\$21.63	\$21.63
	Sales Reps, Except Retail And Scientific	19	\$10.00	\$33.65	\$17.82
	Salespersons : Retail	74	\$5.15	\$24.04	\$9.04
	Salespersons : Parts	13	\$8.00	\$14.00	\$10.04
	Counter & Rental Clerks	11	\$6.00	\$13.46	\$9.01
	Stock Clerks, Sales Floor	19	\$6.75	\$12.45	\$7.60
	Cashiers, General	369	\$5.15	\$10.82	\$7.36
	Cash Accounting Clerks	5	\$9.00	\$10.38	\$9.50

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Telemarketers, Door-To-Door Sales Workers	87	\$7.00	\$31.25	\$11.00
	Sales Consultants	41	\$6.00	\$24.04	\$14.15
	Other Sales & Related Workers	32	\$8.00	\$38.46	\$19.92
Science Technicians					
	Environmental Science Technicians	1	\$38.08	\$38.08	\$38.08
	Geological Sample Test Technicians	1	\$13.00	\$13.00	\$13.00
Scientists					
	Chemists, Except Biochemists	1	\$20.77	\$20.77	\$20.77
	Environmental Scientists	1	\$38.08	\$38.08	\$38.08
Social Scientists & Technicians					
	Market Research Analysts	4	\$7.53	\$19.23	\$12.70
	Developmental Psychologists	6	\$11.42	\$14.24	\$12.85
	Educational Psychologists	3	\$14.01	\$14.24	\$14.16
	Social Psychologists	5	\$14.01	\$18.00	\$15.17
	Clinical Psychologists	6	\$11.42	\$14.24	\$12.85
	Counseling Psychologists	12	\$11.42	\$16.83	\$13.67
	Social Workers : Medical & Psychiatric	19	\$8.65	\$21.63	\$13.59
	Community Organization Social Workers	32	\$6.00	\$21.15	\$12.24
	Social Workers	36	\$7.50	\$21.63	\$12.39
	Probation And Correctional Treatment Specialists	64	\$11.92	\$11.92	\$11.92
	Residential Counselors	7	\$7.50	\$11.66	\$9.46
	Social Service Technicians	15	\$6.00	\$16.83	\$11.37
	Recreation Workers/Coordinators	8	\$6.75	\$15.00	\$9.22
	Vocational Rehabilitation Coordinators	1	\$12.02	\$12.02	\$12.02
Social Service Work					
	Developmental Psychologists	6	\$11.42	\$14.24	\$12.85
	Educational Psychologists	3	\$14.01	\$14.24	\$14.16
	Social Psychologists	5	\$14.01	\$18.00	\$15.17
	Clinical Psychologists	6	\$11.42	\$14.24	\$12.85
	Counseling Psychologists	12	\$11.42	\$16.83	\$13.67
	Social Workers : Medical & Psychiatric	19	\$8.65	\$21.63	\$13.59
	Community Organization Social Workers	32	\$6.00	\$21.15	\$12.24
	Social Workers	36	\$7.50	\$21.63	\$12.39
	Probation And Correctional Treatment Specialists	64	\$11.92	\$11.92	\$11.92
	Residential Counselors	7	\$7.50	\$11.66	\$9.46
	Social Service Technicians	15	\$6.00	\$16.83	\$11.37
	Recreation Workers/Coordinators	8	\$6.75	\$15.00	\$9.22
	Vocational Rehabilitation Coordinators	1	\$12.02	\$12.02	\$12.02
Superintendents					
	Construction Managers	6	\$11.00	\$21.63	\$17.75
Supervisors					
	First Line Supervisors, Customer Service	46	\$6.25	\$20.00	\$11.38
	Housekeepers Supervisors	8	\$7.00	\$12.50	\$9.00
	First Line Supervisors/Managers Of Service Workers	17	\$7.00	\$12.02	\$9.25
	First Line Supervisors/Hotel	1	\$11.78	\$11.78	\$11.78
	First Line Supervisors/Managers Of Cleaning Workers	6	\$8.00	\$11.00	\$9.40
	Other Service Supervisors	18	\$7.50	\$16.25	\$10.68
	Landscape Supervisors	3	\$13.46	\$15.81	\$14.64
	Logging Supervisors	2	\$15.81	\$15.81	\$15.81
	1st Line Supv : Mechanics/Repairers	12	\$12.00	\$22.12	\$18.88
	1st Line Supv : Construction	29	\$11.00	\$24.04	\$15.30
	1st Line Supv : Production	58	\$9.00	\$27.88	\$15.88

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	1st Line Supv : Transp & Material Moving	36	\$10.50	\$21.63	\$14.97
	1st Line Supv : Helpers/Laborers	10	\$9.00	\$24.04	\$14.14
	1st Line Supv : Other	37	\$8.00	\$24.04	\$15.12
Surveying & Related Work					
	Surveying Technicians	2	\$12.00	\$12.02	\$12.01
Textile Work					
	Embroidery Patternmakers And Designers	3	\$12.00	\$12.00	\$12.00
	Custom Tailors & Sewers	2	\$8.00	\$8.00	\$8.00
	Upholsterers	13	\$10.50	\$16.00	\$13.25
Timber, Logging, Forestry Work					
	Logging Supervisors	2	\$15.81	\$15.81	\$15.81
	Log Handling Equipment Operators	2	\$8.50	\$8.50	\$8.50
	Tree Trimmers	6	\$10.00	\$15.81	\$12.36
	Tree, Log, And Brush Cutters	5	\$10.00	\$15.81	\$12.20
	All Other Timber Cutting & Logging Workers	1	\$13.00	\$13.00	\$13.00
Transportation Work					
	Air Dispatchers & Controllers	7	\$15.00	\$15.00	\$15.00
	Dispatchers : Police	1	\$14.04	\$14.04	\$14.04
	Dispatchers : Fire	1	\$14.04	\$14.04	\$14.04
	Dispatchers : Ambulance	1	\$14.04	\$14.04	\$14.04
	Dispatchers:Service & Delivery	16	\$7.00	\$16.83	\$12.10
	Transportation Agents	18	\$8.00	\$24.04	\$14.68
	Maintenance Repairers : General Utility	167	\$5.50	\$24.00	\$14.51
	Automotive Master Mechanics	44	\$5.15	\$24.98	\$14.14
	Automotive Specialty Technicians	37	\$5.15	\$23.08	\$13.54
	Automotive Glass Installers And Repairers	3	\$8.00	\$10.00	\$8.83
	Automotive Body Repairers	11	\$8.00	\$14.00	\$10.19
	Truck And Trailer Body And RV Repairers	4	\$8.50	\$20.00	\$13.86
	Automotive Body Repair Estimators	1	\$8.50	\$8.50	\$8.50
	Bus, Truck , & Diesel Engine Mechanics	41	\$10.00	\$25.00	\$15.68
	Truck Drivers, Heavy	212	\$7.50	\$33.65	\$15.96
	Tractor-Trailer Truck Drivers	384	\$8.13	\$125.00	\$19.01
	Truck Drivers, Light- Including Delivery	100	\$7.00	\$50.00	\$13.63
	Bus Drivers	5	\$9.38	\$25.00	\$14.58
	Taxi Drivers And Chauffeurs	7	\$7.00	\$10.00	\$8.42
	Route Drivers	36	\$5.15	\$24.04	\$13.77
	All Other Motor Vehicle Operators	3	\$8.76	\$12.00	\$10.67
	Railroad Yard Workers	1	\$15.00	\$15.00	\$15.00
	Service Station Attendants	3	\$5.15	\$7.50	\$6.33
	Tank Car & Tank Truck Loaders	28	\$6.70	\$15.75	\$8.89
	Forklift/Industrial Truck Operators	1356	\$7.25	\$15.35	\$11.10
	Mechanic's & Repairer's Helpers	34	\$5.50	\$17.00	\$10.88
Welders and Solderers					
	Welders, Production	160	\$8.00	\$25.00	\$11.51
	Welders And Cutters	235	\$8.00	\$25.00	\$12.55
	Welder-Fitters	209	\$8.00	\$22.00	\$12.45
	Solderers	42	\$8.50	\$14.22	\$11.05
Woodworkers, Precision					
	Woodworking Layout Workers	1	\$8.90	\$8.90	\$8.90
	Cabinetmakers & Bench Carpenters	7	\$8.90	\$12.00	\$11.41
	Furniture Finishers	4	\$8.90	\$12.00	\$10.73
	Other Precision Woodworkers	6	\$8.90	\$11.00	\$9.95

<u>Category</u>	<u>Occupation Description</u>	<u>Number</u>	<u>Minimum Hourly Wages</u>	<u>Maximum Hourly Wages</u>	<u>Average Hourly Wages</u>
	Woodworking Machine Operators	10	\$8.00	\$8.90	\$8.35
Writers and Editors					
	Copy Writers	1	\$10.00	\$10.00	\$10.00
	Technical Writers	2	\$9.62	\$12.02	\$10.82
	Public Relations Specialists	2	\$16.33	\$16.83	\$16.58

Economic Growth Regions

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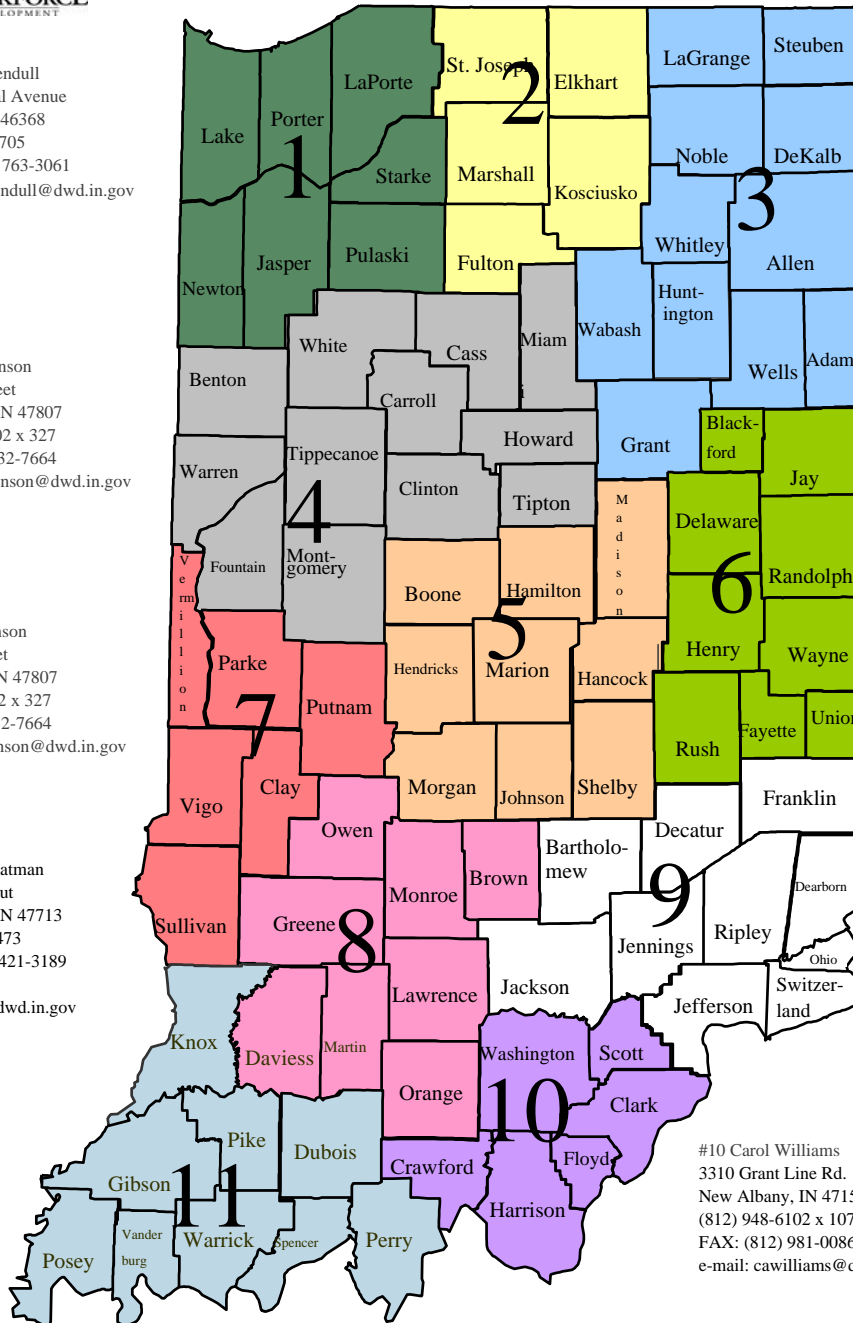
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